



A **Real Voice** for **Quality Public Services**

Dec. 10, 2009

FCGEU— COMING TO A WORKSITE NEAR YOU

FCGEU members will be visiting work locations throughout the county beginning Dec. 8, talking to employees about joining together in our effort to promote quality public services and protect our jobs.

With details of the proposed budget starting to be known, it is more important than ever for all county workers to gain a real voice in decisions which affect the future for them and their families.

Take the time to engage us in a conversation about your union and how you can join in helping all county workers achieve fairness in the workplace.

If you want to know more, or have us come to your work location, call President Karen Conchar at 703-509-8755 or LaNoral James at 404-395-4115, or send an e-mail to Karen.conchar@fairfaxcounty.gov.

DOING OUR PART TO BALANCE THE BUDGET

FCGEU has developed a comprehensive budget proposal—with ideas generated by members at numerous union-sponsored budget workshops or online—to help cut costs and increase revenue as the county works to balance the FY 2011 budget. Members of FCGEU believe we can stop layoffs by saving money in many areas of the county that may not have attracted the attention of agency heads when their budgets were submitted to the county executive. This proposal will be submitted to the Board of Supervisors and copies will be available for FCGEU members upon request.

FIREFIGHTERS JOIN WITH FCGEU TO PROMOTE GREATER VOICE FOR COUNTY WORKFORCE



FCGEU President Karen Conchar and Fairfax County Professional Firefighters and Paramedics President John Niemiec

John Niemiec, president of the 1,700-member Fairfax County Professional Firefighters and Paramedics, has joined President Conchar in urging eligible civilians to gain a voice by joining FCGEU. FCGEU will be working with all county unions to achieve a fair budget and maintain our quality public services.

IT'S TIME TO REFORM PAY FOR PERFORMANCE

FCGEU members voted to approve the union's proposal to reform the county's pay for performance (PFP) system. The proposal is designed to standardize PFP in a way that makes it a better and fairer system for all levels of county employees. This proposal has been sent to all members, and copies are available at the union office. Submit any comments you have to Karen and join us in our effort to improve pay for performance.